



Introduction

This guide explains DFAIT's approach to management development and provides a tool for facilitating the process of individual learning and professional development. It sets out the career milestones for employees who become managers, explaining at every step the skills and leadership competencies individuals must possess to be successful, as well as the tools, processes and resources available to assist them in meeting their goals.

DFAIT, in promoting a learning culture, is developing supportive tools, processes and resources to improve your development and effectiveness as a manager. Before you embark on your journey into learning, you may wish to review the summary of Key Findings on How Adults Learn Best. As well, it is crucial that you understand the Roles and Responsibilities that your organization, your manager and you as the learner, or as a Coach and Mentor have in ensuring that effective learning does occur.

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